# EQUALITY IMPACT ASSESSMENT FORM

**Not all projects require a full impact assessment. Please ensure you have completed the** [**Project Development Mandatory Actions Form**](https://scotent.sharepoint.com/%3Ax%3A/s/Intranet/Corporate/Net-pols-procs/P-project_life_cycle_mgt/EfODkeNLmV9ArV6_pZvTCocBH1h3dmMc5v_n_r0wTQuD6Q?e=2Us4XI) **which defines this requirement.**

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| **Name of Business Unit** | SED Place – Rural  |
| **Name/designation of person(s) responsible for managing/ conducting this process** | Julia Latto – Project Manager |

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| **Name of Project**  | Redesigning Rural |
| **Is it (\*delete as applicable)** | \*New | \*~~Existing with changes~~ |
| **Is the project contracted out? (\*delete as applicable)** | ~~\*No~~ | \*Yes – in part |
| **If yes, who delivers this project for the organisation?** | Project support will be delivered by an external provider |
| **Is responsibility for delivery shared with others? (\*delete as applicable)** | \*No | ~~\*Yes~~ |
| **If yes, who are your partners?** | Scottish Government are providing the funding but responsibility for delivery lies with SE |

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| **Could there be possible impacts or effects in respect of the following protected groups?**  |
| **Age**  | **Yes** | **Disability** | **No**  |
| **Gender Re-Assignment**  | **No** | **Marriage & Civil Partnership** | **No** |
| **Pregnancy & Maternity** | **No** | **Race**  | **No** |
| **Religion or Belief** | **No** | **Sex**  | **Yes** |
| **Sexual Orientation**  | **No**  | **Human Rights** | **No** |

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| **Timescale for** **Assessment** | January 2021 | **Timescale for Involvement/Consultation** | January 2021 |
| **Start Date** | December 2021 | **Completion Date** | January 2021 |
| **EO Champion review by** | Scott Reid-Skinner | **Date** | 11/1/21 |
| **SRO name and email approval on file** | Julia Latto | **Date** | 11/1/21 |

## 1. Identify ALL the Aims of the Project (consider these questions to prompt answers)

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| 1. What is the purpose of the project? (consider explicit and implicit aims)2. Who does the project affect?3. Who does the project benefit directly? (e.g. employees/service users; equality groups, other stakeholders)4. What results/outcomes are intended? |

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| The Scottish Government has launched a National Transition Training Fund to assist young people who have lost their jobs or who are at risk of redundancy as a result of coronavirus (COVID-19) to develop the skills required to move into sectors with the potential for future growth and job opportunities. The Scottish Government have asked SE, through the SE Rural Leaders cohort, to target over 25 years as part of this fund to test whether SE Rural Leaders can play a role in helping rural people and businesses progress work and business opportunities in a rural context. The aim is to design and undertake a 4-month pilot initiative working with the SE Rural Leadership Alumni to support the transfer of skills between enterprises/rural people and connect people with successful businesses to create job opportunities. This pilot project will take an innovative approach and also take the opportunity to focus on the SE priority geographies for interventions namely Ayrshire, Clyde Valley, and the North East. We will build on the investment in existing SE Rural Leaders and seek to use the knowledge and skills of Rural Leaders in these regions to build resilience by focusing on: * Working with rural leaders to help young people over the age of 25 to develop their skills in the fields of work and entrepreneurship;
* Piloting projects led by Rural leaders that assist young people develop work & entrepreneurial skills and make the most of local assets; and
* Working with rural leaders and young people to establish networking opportunities to create intergenerational collaboration at a local level.
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## 2. Consider the Evidence (data and information) - (consider these questions to prompt answers)

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| 1. What information or data would it be useful to have? What data (quantitative and qualitative) is available? (in-house/external) How reliable/valid/up-to-date is it?2. What does the data/information tell you about* Different needs?
* Different experiences?
* Different access to services, information or opportunities?
* Different impacts/different outcomes?

3. Are there any gaps that you should fill now/later by further evidence gathering/commissioning or by secondary analysis of existing data?4. Are there any experts or stakeholders you should involve/consult now? Have you involved/consulted any experts already? What were their views? |

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| An immediate economic impact of Covid-19 has been the increase in unemployment and the significant future redundancies and job losses this will bring. Responding to this, the Scottish Government has emphasised that central to the recovery is a new national mission to help create new jobs, good jobs and green jobs and the need in the short to longer term to:  * Boost businesses and sector resilience
* Help create opportunities that enable people to access jobs or other opportunities such as training
* Address economic challenges (investment, entrepreneurialism, dynamism and growth)
* Build competitive, place-based assets, that will attract investment and create local, quality job opportunities
* Build Scotland’s economic strengths (skills, knowledge, natural assets).

The Scottish Government’s response to the Advisory Group on Economic Recovery identified SE’s Rural Leadership Alumni as having the potential to connect rural businesses and young entrepreneurs with an emphasis on Rural Leaders piloting projects which enables and assists people over 25 develop entrepreneurial and work skills, make the most of local assets and providing networking opportunities that will create intergenerational collaboration at a local level. Our recently published Covid [Fairer Scotland Duty Assessment](https://scotent.sharepoint.com/sites/SandS-Economics/CrossTeams/EQUALITY/EqIAs/EqIA%202021/Would%20be%20good%20to%20reference%20our%20published%20Covid%20%20assessment%20which%20highlights%20women%20and%20young%20people%20are%20being%20disproportionately%20affected%20as%20a%20result%20of%20covid%3A%20https%3A/www.scottish-enterprise.com/media/3775/eia-and-fairer-scotland-duty-operational-coronavirus-response-15-april-2020.pdf) highlights that women and young people are being disproportionately affected by Covid and this project will help address this. |

## 3. Assess the likely impact on different groups - (consider these questions to prompt answers)

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|  1. Does your analysis of the evidence indicate any possible adverse impact on a particular group (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation) or does it breach human rights legislation. 2.If it is adverse,* Does this amount to unlawful discrimination? (See guidance)

3. In what areas does it have an impact? E.g. access to information, experience of services?**4. Even if there is no evidence of adverse impact, is there an opportunity to** **actively promote equality or foster good relations between different groups?** |

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| The project is open to all who live in rural areas. Rural Scotland accounts for 95% of the land area with around 19% of the population (just under a million people) living in rural areas.No particular groups will be adversely affected through delivery of this pilot project and we do not consider that there is an opportunity to actively promote equality to specific groups in this case. We are however aware of the particular impact Covid-19 has had on women and young people. A high number of Rural Leaders are women and we would expect a good response from women Rural Leaders to support this initiative. |

## 4. Consider alternatives - (use these questions to prompt answers)

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| 1. How can you change your proposal in a way that is proportionate, and will* Remove unlawful discrimination or comply with human rights?
* Reduce any adverse impact?
* Advance/promote equality?
* Foster good relations between different groups?
* Help us achieve our published equality outcomes (See guidance)?

2. If there are no actions proposed, can the policy/project still be justified? 3. Can the aims be met in some other way? What can you do now/later?4. If the project involves procuring a service or product is there any scope to encourage suppliers to have a greater focus on equality for example signing up to the Business Pledge? Are there any positive action activities you could consider which might address disadvantage experienced by protected groups, like targeting women owned businesses or applying reserved contracts? Are there any other project specific actions you could state to help with our equality duties e.g. monitoring of uptake of the service to identify under-representation or encouraging certain groups to participate in the project (see guidance)?5. What are you recommending? |

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| We recommend no further action.The impact of Covid-19 is widespread and extreme, affecting many people working and living in rural Scotland. We feel that targeting specific groups would lessen the effects of the project objectives/outcomes. We need to target **all** people living and working in rural areas, regardless of their identity |

## 5. Involve/Consult relevant stakeholders if appropriate - (consider these questions to prompt answers)

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| 1. What are the views of the people who are likely to be affected or who have an interest about * Whether you have identified the right issues?
* Whether you have proposed suitable modifications?
* Whether your proposals will meet their needs?

 2. Should you involve people in the re-design of the policy?3. How will you consult once changes have been made?4. Whom do you need to get views from? (internally/externally)5. What methods will you use? (consider “hard to reach” groups)6. What formats will you use for communicating with different groups? |

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| The Scottish Government’s response to the Advisory Group on Economic Recovery identified SE’s Rural Leadership Alumni as having the potential to connect rural businesses and young entrepreneurs. As a result, discussions between Scottish Government and Scottish Enterprise have resulted in funding being identified through the National Transition Training Fund (NTTF) to SE with an emphasis on Rural Leaders piloting projects which enables and assists young people over 25 develop entrepreneurial and work skills, make the most of local assets and providing networking opportunities that will create intergenerational collaboration at a local level. This is a pilot project with time constraints on delivery. Scottish Government funding was approved in December 2020 and must be spent in full by 31 March 2021. The impacts and outcomes will be assessed in April and shared with Scottish Government. Any re-design would be considered then.We have consulted with SE’s Equality Champions who have advised on this assessment’s recommendations. |

## 6. Decide whether to adopt this policy/project - (consider these questions to prompt answers)

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| 1. What were your findings from the consultation/involvement?2. Taking into account all of the data, information, potential impact issues and consultation feedback, what will you recommend? (Choose & state one option)* **Reject the policy** – there is evidence of actual/potential unlawful discrimination or breach of human rights.
* **Accept the policy** – The EIA demonstrates the policy is robust with no adverse impacts and all opportunities to promote equality/foster good relations have been taken.
* **Modify the policy** – Adjust the policy to remove barriers or better promote equality
* **Continue with the policy** – Issues with the policy have been identified but you wish to continue with the policy. Clearly set out justification for doing this. Compelling reasons will be needed.

3. If the Equality Impact Assessment (EqIA) is on a high level policy/strategy state here if further EqIAs need to be carried out on projects emanating from the policy/strategy  and inform project managers.  |

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| The rationale for supporting this project includes: * The Scottish Government Advisory Group on Economic Recovery (AGER) recommendations include: “We will explore with Scottish Enterprise how to capitalise on the existing investment in the rural leadership programme by: testing a mechanism that creates peer to peer support for micro-enterprises by matching successful and innovative rural business leaders with businesses in their area who need help to reach their potential; and Connecting innovative rural leaders with young entrepreneurs in their area to explore business opportunities and provide support and mentoring”.
* The current Scottish Government Programme for Government states that: “building on our response to the Advisory Group on Economic Recovery, we will also take forward our commitment to work with our partners to capitalise on existing investment in the rural leadership programme, supporting micro and SME business people to develop new skills and grow their businesses through a programme of professional and self-development.”
* The Scottish Enterprise Recovery Plan and supporting the 5 key deliverables, with specific focus on working in regional economies where Covid has impacted heavily.

Furthermore, the project will support the achievements of National Performance Outcomes in particular the outcomes of: People Living in communities that are inclusive, empowered, resilient and safe; and People who tackle poverty by sharing opportunities, wealth and power. * The project will also contribute towards the SE Business Plan objective of helping tackle inequality and increasing the capacity of the economy. We are therefore recommending that we **Accept the policy** – The EIA demonstrates the policy is robust with no adverse impacts and all opportunities to promote equality/foster good relations have been taken.
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## 7. Make Monitoring (and review) Arrangements - (consider these questions to prompt answers)

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| 1. How will you know what the actual effect of the policy/project is?2. In what ways will you monitor? e.g. continuously or irregularly, quantitative methods such as surveys, qualitative methods such as interviews3. How often will monitoring information be analysed?4. When will you review the policy/project taking into account any monitoring information? |

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| A review will be carried out at the end of this pilot with a report submitted to the Scottish Government Advisory Group. The benefits to young people and women will be reviewed as part of that work. |

**8. Equality Impact Assessment review**

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| Please forward the completed document to your equality champion for review. This should then be approved by the SRO and returned to your champion for publication on the Scottish Enterprise external website.  |

**9. Summary of Actions**

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| List any actions agreed and indicate dates for review. |

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| N/A |